

2011 Introduction

In the 2011 survey year, over 67,900 employers submitted, as appropriate, individual establishment and headquarters reports. This section presents a brief narrative with graphs and tables as a preliminary analysis of the EEO-1 survey at the national level. The narrative is based on the numbers from the 2011 survey that covers employment from July through September of 2011 and contains counts of employees in ten job categories by gender and race/ethnicity from private employers with 100 or more employees and some federal government contractors and subcontractors of the United States.

Private sector in the 2011 EEO-1 survey employed a total of about 60.6 million workers across the country, up from the approximately 59.2 million reported in the 2010 survey (Table 1 and Table 2).¹ Of this total, about 29.6 million or 48.8 percent were women and over 20.9 million or 34.5 percent were minorities. Employment patterns of women and minority groups in the 2011 private industry are the focus of this analysis.

WOMEN IN PRIVATE LABOR FORCE

This section describes the 29.6 million female workers in comparison with their male counterparts in U.S. private sector: their job patterns across ten occupational groups (see EEO-1 job groups at <http://www.eeoc.gov/employers/eo1survey/jobclassguide.cfm>) and in twenty

¹ Please note the data source citation in parentheses and at the bottom of each chart/table. Aggregates in Table 1, Table 2, and Table 5 were derived from single and consolidated reports, which were used mostly for our race, gender, and job group analysis. Table 3 and Table 4 were summaries from single and establishment reports, which were used mainly in our reporting of industrial and geographical groups. For further details on EEO-1 report types, go to <http://www.eeoc.gov/employers/eo1survey/index.cfm>.

major industries as based on the two-digit North American Industry Classification System (NAICS).

Gender Differences by Occupational Group

Among the ten major occupational groups measured in the 2011 EEO-1 survey, women significantly outnumbered men as Office & Clerical Workers and as Service Workers: over one-in-four of the Office & Clerical Workers (76.3 percent) and about 59.5 percent of the Service Workers were females (Figure 1). While men essentially dominated two occupational groups: Craft Workers (92.2 percent of the entire job group) and Operatives (77.1 percent of the entire job group) (Figure 1).

Women held more than half of the total Professional positions (53.4 percent, slightly higher than their 48.8 percent overall participation rate); approximately 27 percent of all the Executive/Senior Level Official and Managerial positions; and 39.9 percent of all the First/Mid Level Official and Managerial positions (Figure 1).

To focus exclusively on the approximately 29.6 million total female workers alone across the ten EEO-1 job categories as shown in Table 5 of *Distribution of Gender and Race/Ethnicity by Occupation*:

- ♦ Over 0.9 percent of the 29.6 million women were Senior Officials and Managers, and
- ♦ About 7.9 percent were Low-Mid level Officials and Managers, and
- ♦ Over 19.8 percent were Professionals.

About one-in-five female employees were either a professional (19.8 percent), or a Clerical Worker (20.5 percent), or a Service worker (19.3 percent) in the 2011 private industry.

As a contrast, among the over 31 million male employees covered by the 2011 survey, a slightly smaller percentage was Professionals, but a considerably larger percentage was Senior or Low-Mid level Officials and Managers as shown below (Table 5):

- ♦ About 2.4 percent were of the over 31 million men Senior Officials and Managers, and
- ♦ Over 11.3 percent were Low-Mid level Officials and Managers, and
- ♦ About 16.5 percent were Professionals.

While we see more male than female employees in the two EEO-1 management job categories, the average gender ratios of the First/Mid Officials and Managers to Executive/Senior Officials and Managers were estimated at:

- ♦ 1 to 8.7 for female Officials and Managers, versus
- ♦ 1 to 4.8 for male Officials and Managers.

These ratios indicate that in 2011 private sector nationwide, for each female Senior/Executive Official and Manager, there were 8.7 lower level Officials and Managers and for each male Senior/Executive Official and Manager there were 4.8 lower level Officials and Managers (Table 1). In other words, there were fewer female senior executives relative to their larger numbers in the pool of First/Mid-level officials and managers.. .

Gender Differences by Major Industries

Compared to their male counterparts, women had a higher concentration in the following three industries as shown in Figure 2:

- ♦ Health Care and Social Assistance (78.4 percent), and
- ♦ Educational Services (63.3 percent), and
- ♦ Finance and Insurance (59 percent).

Also as listed in Figure 2, women had a slightly higher representation in the following four other industries than their 48 percent overall private-sector participation rate:

- ♦ Other Services (except Public Administration) (52.8 percent), and
- ♦ Retail Trade (52.1 percent), and
- ♦ Accommodation and Food Services (51.2 percent), and
- ♦ Management of Companies and Enterprises (51.9 percent).

Among the seven major private industries with prevailing female participation in Figure 3, larger shares of women than men were found in Official and Managerial positions in two industries: Health Care and Social Assistance and Educational Services:

- ♦ 71.9 percent of First/Mid Level and 54.9 percent of Executive/Senior Level positions in Health Care and Social Assistance, and
- ♦ 57.9 percent of First/Mid Level positions in Educational Services.

These numbers, however, should be considered in the context of an especially high female participation rate in the industries under discussion.

RACE AND ETHNICITY IN PRIVATE LABOR FORCE

The EEO-1 reports estimated a total of over 20.9 million minority employees working in the U.S. private industry in the survey year 2011. Minority groups captured in the 2011 data collection included Black or African Americans (Alone, Not Hispanic or Latino), Hispanics or Latinos (Alone), Asian Americans (Alone, Not Hispanic or Latino), American Indians (Alone, Not Hispanic or Latino), Native Hawaiian/Other Pacific Islanders (Alone, Not Hispanic or Latino) and people reported as Two or More Races (Not Hispanic or Latino). These minority groups together comprised approximately 34.5 percent of the 60.6 million total private-sector workforce in 2011 as shown in Table 1 and Table 2.

Occupational Distribution of Racial and Ethnic Minorities

Among the ten EEO-1 occupations shown in Figure 4 on Minority in Private Sector Job Categories, the six non-White minorities, as a group, held:

- ♦ Over 16.2 percent of the approximate one million Executive/Senior Level Official and Managerial positions;
- ♦ Over 21.2 percent of the total 5.9 million First/Mid Level Official and Managerial positions; and
- ♦ About 25.2 percent of the about 11 million Professional positions.

These figures were clearly below their 34.5 percent overall private-sector representation as shown in Table 1 and Table 2.

Minorities, meanwhile, participated at a higher rate in three of the ten EEO-1 job categories than their overall private-sector presence as shown in Figure 4:

- ♦ Laborers at 53.2 percent,
- ♦ Service Workers at 49.8 percent, and
- ♦ Operatives at about 39.2 percent.

Focusing exclusively on the total 20.9 million and over minority workforce as shown in Table 5 in terms of their 2011 distribution over the ten EEO-1 private-industry job categories:

- ♦ 13.2 percent of the 20.9 million minority employees were Professionals;
- ♦ 6.7 percent held Official and Managerial positions, of which:
 - Over 5.9 percent at the First/Mid Level, and
 - About 0.8 percent at the Executive/Senior Level (also shown in Figure 5).

The corresponding shares of the occupational distribution for the about 39.7 million total non-minority employees were 20.7 percent Professionals, 11.6 percent First/Mid Level Officials and Managers, and 2.1 percent Executive/Senior Level Officials and Managers (Figure 5).

In comparison with the 39.7 million non-minority counterparts, the 20.9 million and more employees in the six minority groups were twice as likely to work as Laborers and Service Workers in the 2011 private sector as shown in Figure 5:

- ♦ Laborers: 10.3 percent of the minority groups versus 4.8 percent of the non-minority group, and
- ♦ Service Workers: 22.8 percent of the minority groups versus 12.1 percent of the non-minority group.

Racial and Ethnic Minorities by Major Industry

In 2011, minorities, as a group, had a higher concentration than their White counterparts in three major industries as indicated in Figure 6:

- ♦ Agriculture, Forestry, Fishing and Hunting (68.2 percent);
- ♦ Waste Management and Remediation Services (49.4 percent); and
- ♦ Accommodation and Food Services Preparations (48.3 percent).

Also indicated in Figure 6, minorities as a group, participated at a lower rate than their White counterparts in the following four major industries:

- ♦ Mining and Utilities (22.7 percent and 24.0 percent, respectively);
- ♦ Educational Services (27.4 percent);
- ♦ Financial and Insurance (28.4 percent); and
- ♦ Professional, Scientific, and Technical Services (28.0 percent).

Figure 7 lists the ten large private-sector industries with at least one-quarter minority participation in 2011. People of minority race/ethnic groups frequently held a higher percentage of the First/Mid Level Official and Managerial positions in:

- ♦ 27.8 percent in Agriculture, Forestry, Fishing and Hunting; and
- ♦ 29.8 percent in Accommodation and Food Services.

In Accommodation and Food Services, people of minority race/ethnic groups represented 19.9 percent of the total Executive/Senior Level Official and Managerial positions, about 8 percentage points higher than the national average of 11.9 percent. These numbers, again, should be read in consideration of the minority participation rate in the specific industries.

Black or African Americans (Alone, Not Hispanic or Latino)

Over 13.5 percent of the 60.6 million private workforce reported in the EEO-1 survey were Black or African Americans (Table 2). They held

- ♦ 2.8 percent of the total Executive/Senior Official and Managerial positions,
- ♦ 7.3 percent of First/Mid Level Official and Managerial positions, and
- ♦ 7.5 percent of the Professional positions (Figure 8).

Black/African American workers were overrepresented among Service Workers, Laborers, and Clerical workers. Specifically, they comprised

- ♦ 22.5 percent of Service Workers,
- ♦ 17.3 percent of Laborers,
- ♦ 16.3 percent of Operatives (Figure 9), and
- ♦ 15.5 percent of Clerical Workers (Table 9).

While both Black men and women were overrepresented among Service Workers, gender-based employment patterns were also apparent as indicated in Table 2.

Black women, while 7.5 percent of the total private labor force, were

- ♦ 13.7 percent of all Service Workers,
- ♦ 11.9 percent of all Clerical Workers,
- ♦ 8.3 percent of all Sales Workers.

Black Men, while 6 percent of the total private labor force, were

- ♦ 11.9 percent of all Operatives,
- ♦ 11.7 percent of all Laborers,

- ♦ 8.8 percent of all Service Workers, and
- ♦ 7.6 percent of all Craft Workers.

Hispanics or Latinos (Alone)

The over 8.2 million Hispanic or Latino workers made up about 13.6 percent of the total private-sector workforce in the 2011 EEO-1 survey report (Table 1 and Table 2). For the first time in EEO-1 reporting, private-sector participation rate of the Hispanics has surpassed slightly that of the Blacks at 13.5 percent. Across ten job categories, they were

- ♦ 3.6 percent of all the Executive/Senior Level Officials and Managers,
- ♦ 7.6 percent of the First/Mid Level Officials and Managers, and
- ♦ 5.4 percent of the Professionals (Figure 8).

Hispanics or Latinos accounted for almost one third of all the Laborers (30.2 percent) and were also employed in greater proportions as

- ♦ Service Workers, 20.5 percent
- ♦ Operatives, 17.3 percent, and
- ♦ Craft Workers, 15.8 percent (Figure 9 and Table 2).

Both Hispanic men and women were overrepresented as Service Workers (9.6 and 10.9 percent respectively) and Laborers (20.5 and 9.7 percent respectively). But in sales and clerical work, only women were employed slightly out of proportion to their representation in total private sector employment as shown in Table 2.

Hispanic women, while 6.0 percent of total employment, were:

- ♦ 9.1 percent of Clerical Workers, and

- ♦ 7.5 percent of Sales Workers.

Hispanic men, while 7.4 percent of total employment, were

- ♦ 14 percent of Craft Workers, and
- ♦ 12.9 percent of Operatives.

Asian Americans (Alone, Not Hispanic or Latino)

The about 3.2 million Asian Americans accounted for approximately 5.3 percent of the total private industry employment (Table 1 and Table 2). They represented

- ♦ 3.9 percent of all the Executive/Senior Level Officials and Managers,
- ♦ 4.9 percent of all the First/Mid Level Officials and Managers,
- ♦ 10.7 percent of all the Professionals, and
- ♦ 6.2 percent of all the Technicians in the EEO-1 survey (Figure 8).

Asian women, while at 2.6 percent private industry participation rate, were

- ♦ 5.0 percent of all the Professionals,
- ♦ 2.9 percent of all the Clerical Workers, and
- ♦ 2.8 percent of the entire Technicians.

Asian men, while at 2.7 percent private industry participation rate, were

- ♦ 5.7 percent of all the Professionals,
- ♦ 3.4 percent of all the Technicians,
- ♦ 3.0 percent of all the First/Mid Level Officials and Managers.

Indeed as indicated in Table 5 on the Race/Ethnicity Group Distribution over EEO-1 job categories, more than one-in-three of the total 3.2 million Asian Americans in the 2011 private

sector were Professionals (36.8 percent), a figure that was twice the national average of 18.1 percent for that job category (Table 5).

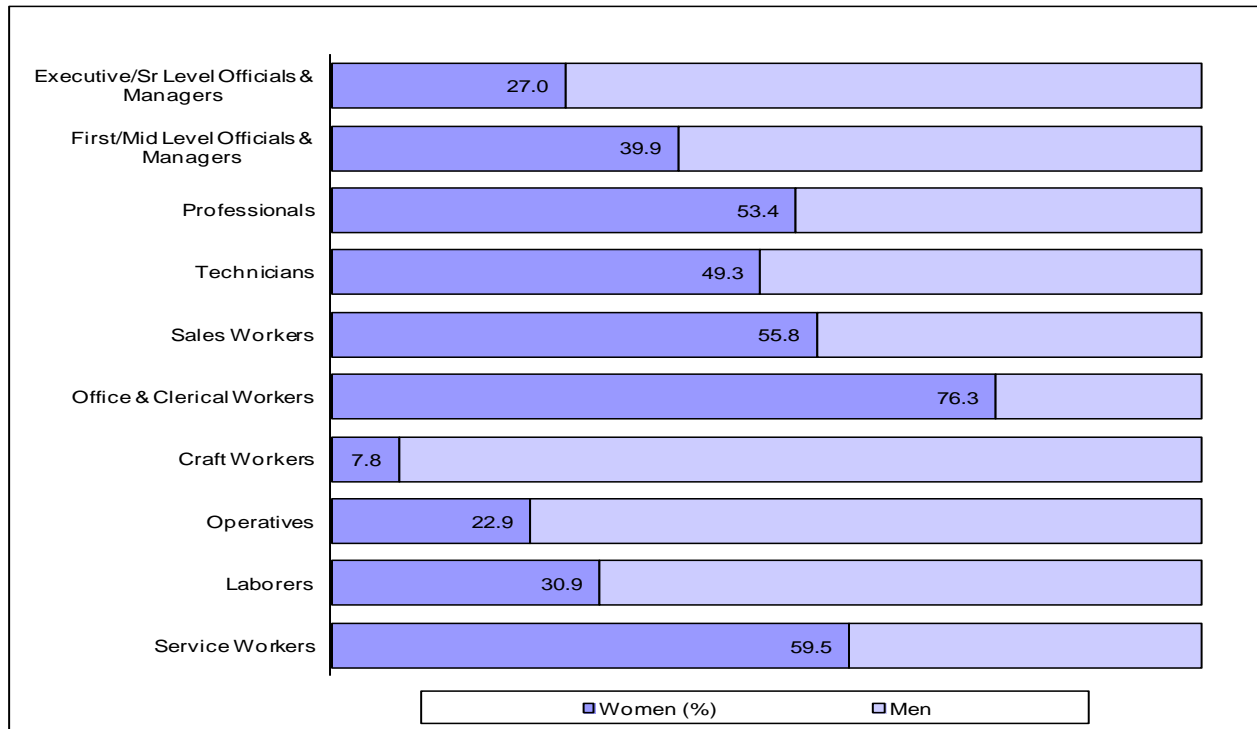
Other Minority Groups

Among other minority groups in the private industry reported in the EEO-1 survey, there were over 388,000 American Indians (more than 0.6 percent of the total private labor force), about 237,500 Native Hawaiian/Other Pacific Islanders (about 0.4 percent of the total workforce), and over 671,500 reported as Two or More Races (about 1.1 percent of the total workforce) (Table 1 and Table 2). Job patterns of these minority groups are presented in Figure 8 and Figure 9 along with other race/ethnic minority groups as discussed above.

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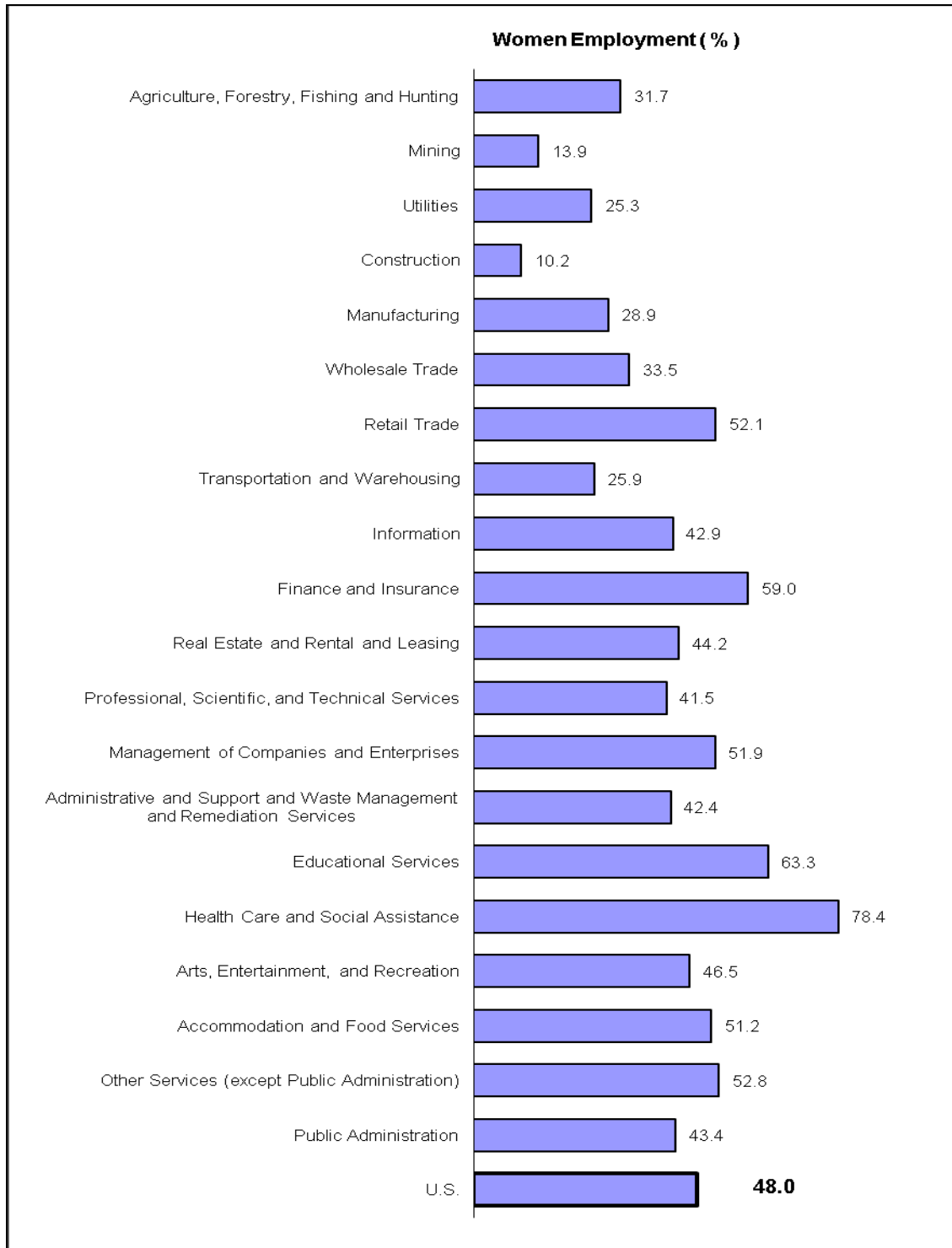
Figure 1. Women in Private Sector by Job Categories
U.S. Summary (2011)



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011. Totals may not add up due to rounding.

				Women (%)	Men (%)
Executive/ Sr Level Officials & Managers				27.0	73.1
First/ Mid Level Officials & Managers				39.9	60.1
Professionals				53.4	46.6
Technicians				49.3	50.7
Sales Workers				55.8	44.2
Office & Clerical Workers				76.3	23.7
Craft Workers				7.8	92.2
Operatives				22.9	77.1
Laborers				30.9	69.1
Service Workers				59.5	40.5
U.S. Total Employment				48.8	51.2

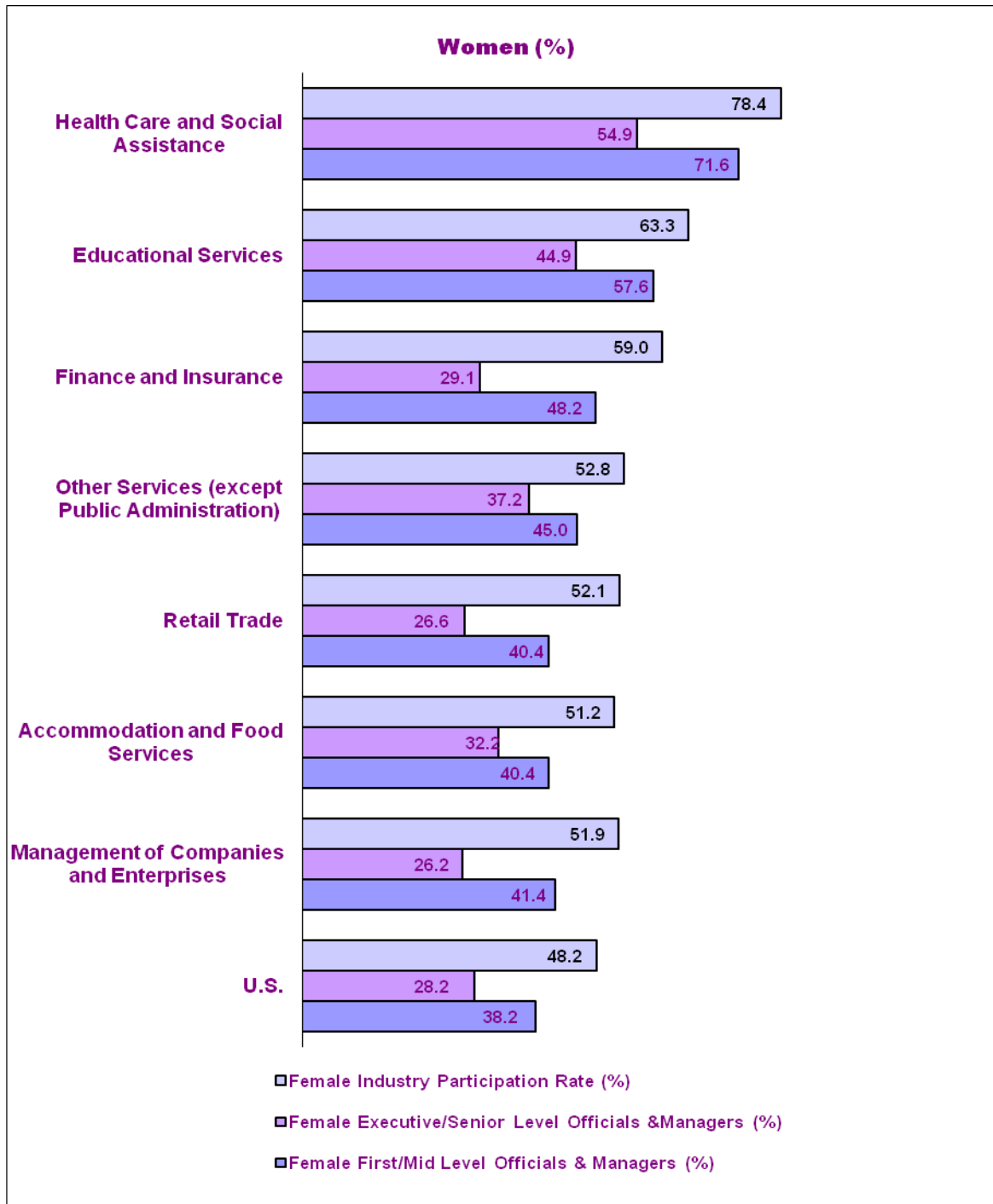
Figure 2. Women Employment in Private Sector by Industry Type
U.S Summary (2011)



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Establishment Reports), 2011.

Figure 3. Female Officials and Managers in Selected Private Sector Industries

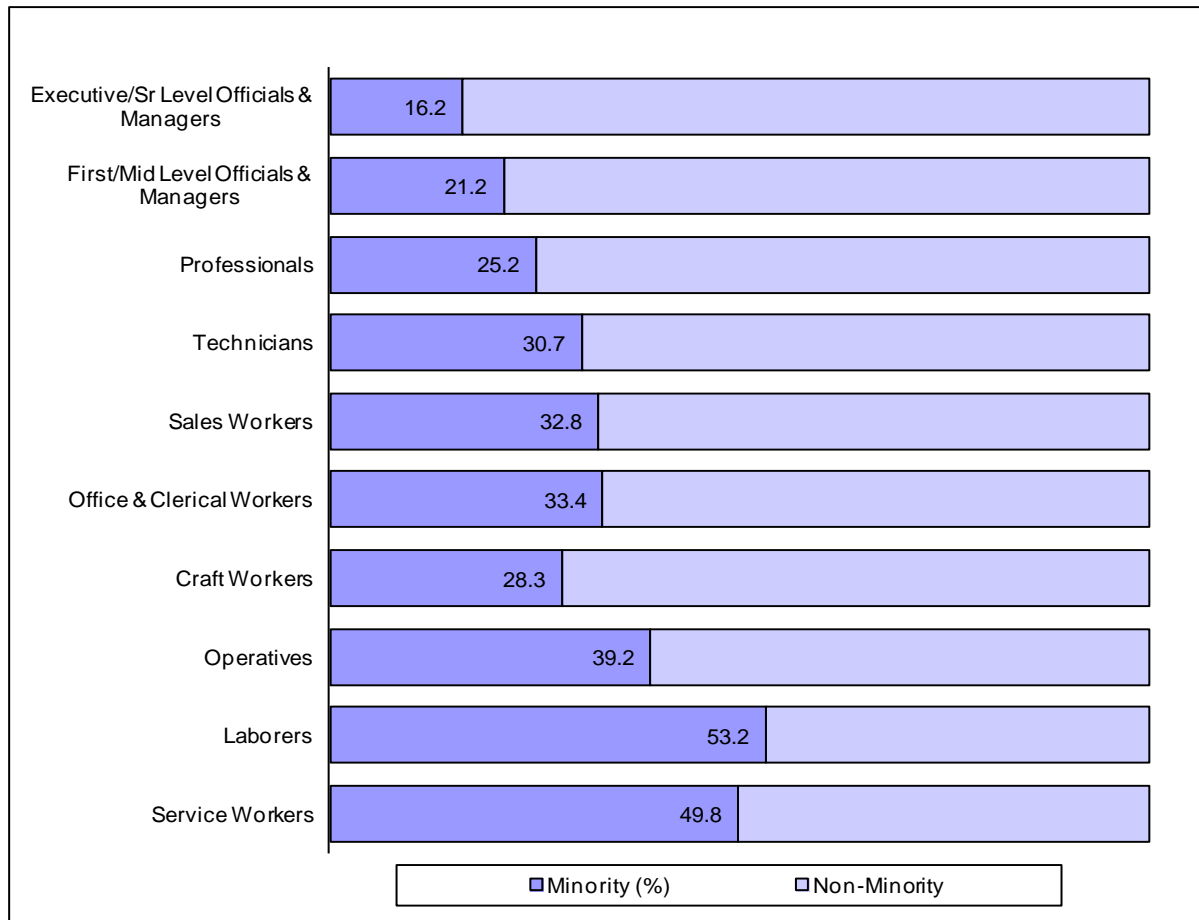
U.S. Summary (2011)



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Establishment Reports), 2011.

Figure 4. Minorities in Private Sector by Job Categories

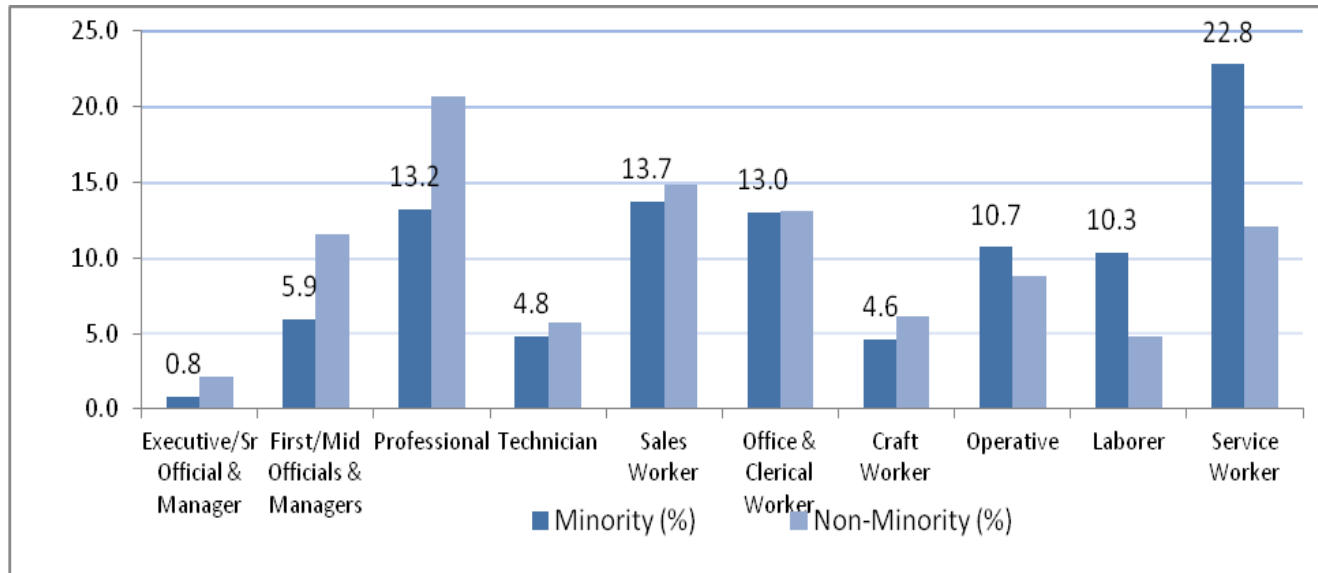
U.S. Summary (2011)



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011.

	Minority (%)	Non-Minority (%)
Executive/Sr. Level Official & Managers	16.2	83.8
First/Mid Level Officials & Managers	21.2	78.8
Professionals	25.2	74.8
Technicians	30.7	69.3
Sales Workers	32.8	67.2
Office & Clerical Workers	33.4	66.7
Craft Workers	28.3	71.7
Operatives	39.2	60.8
Laborers	53.2	46.9
Service Workers	49.8	50.2
Total Employment	34.52	65.48

Figure 5. Occupational Distribution of Minority Groups, U.S. Summary (2011)

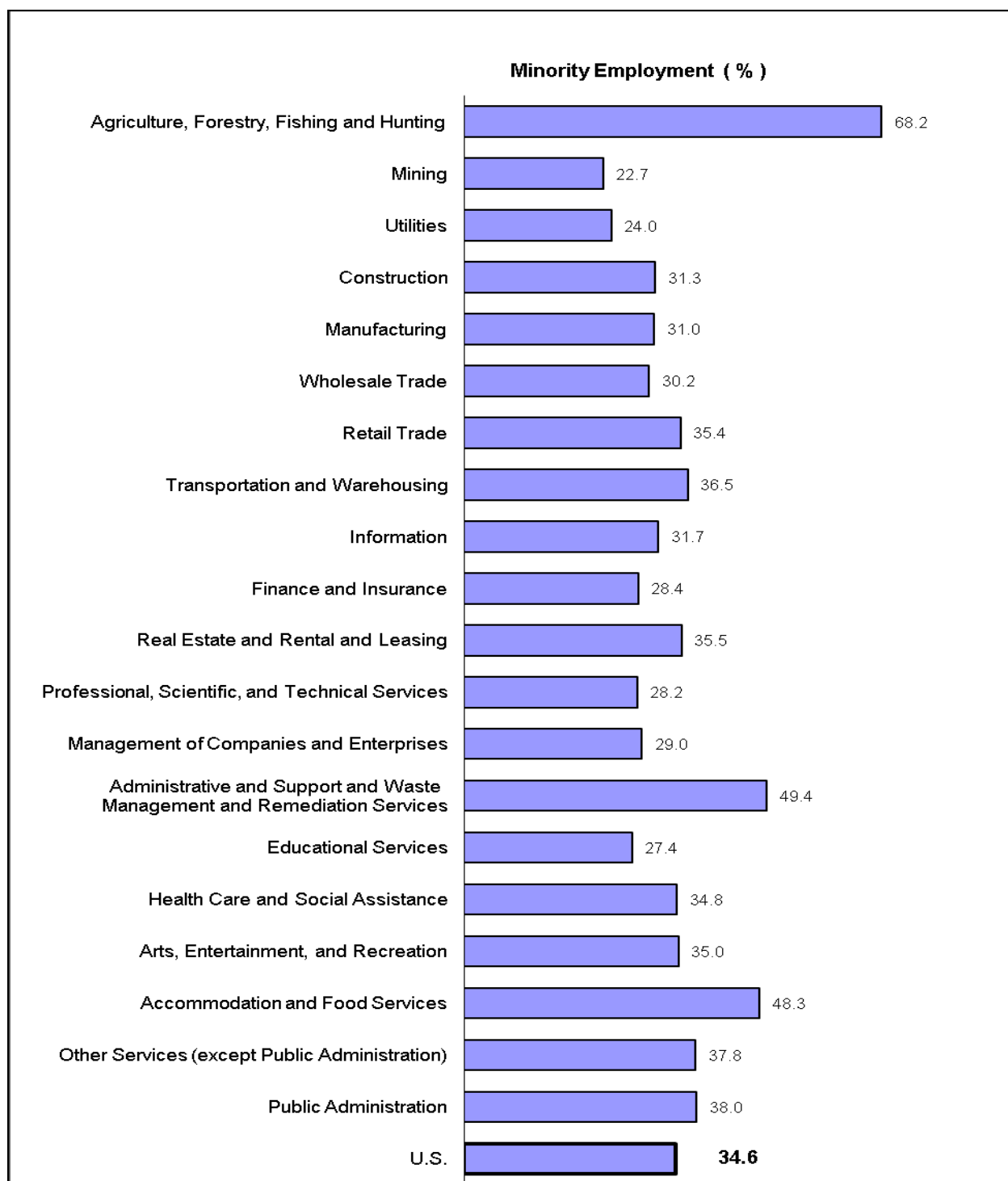


Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011.

	Minority (%)	Non-Minority (%)
Executive/Sr. Level Officials & Managers	0.8	2.1
First/Mid Level Officials & Managers	5.9	11.6
Professionals	13.2	20.7
Technicians	4.8	5.8
Sales Workers	13.7	14.8
Office & Clerical Workers	13.0	13.1
Craft Workers	4.6	6.1
Operatives	10.7	8.8
Laborers	10.3	4.8
Service Workers	22.8	12.1
Total Employees (N)	20,918,982	39,678,433

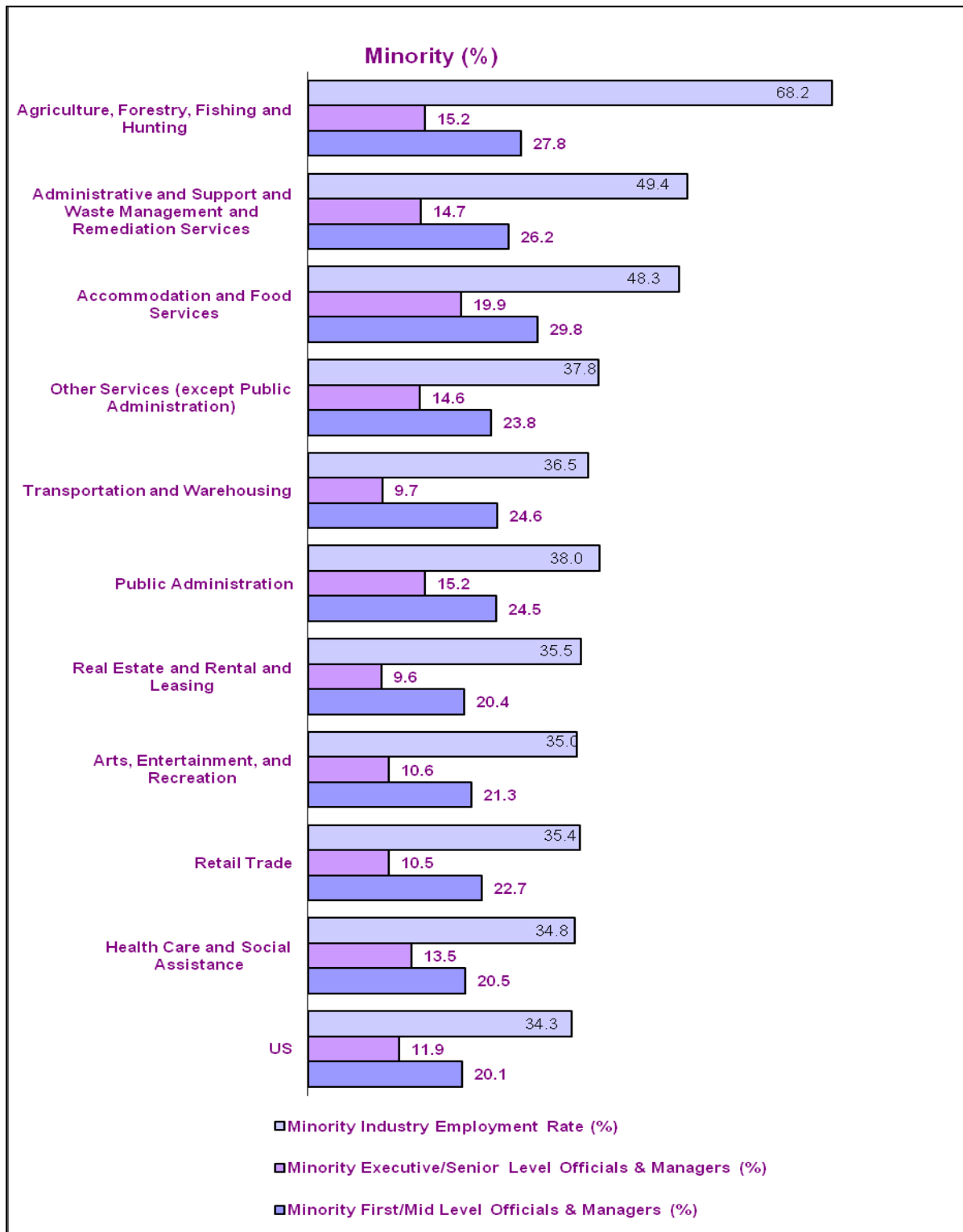
[Figure 6. Minority Employment in Private Sector by Industry Type](#)

[U.S Summary \(2011\)](#)



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO Single and Establishment Reports), 2011.

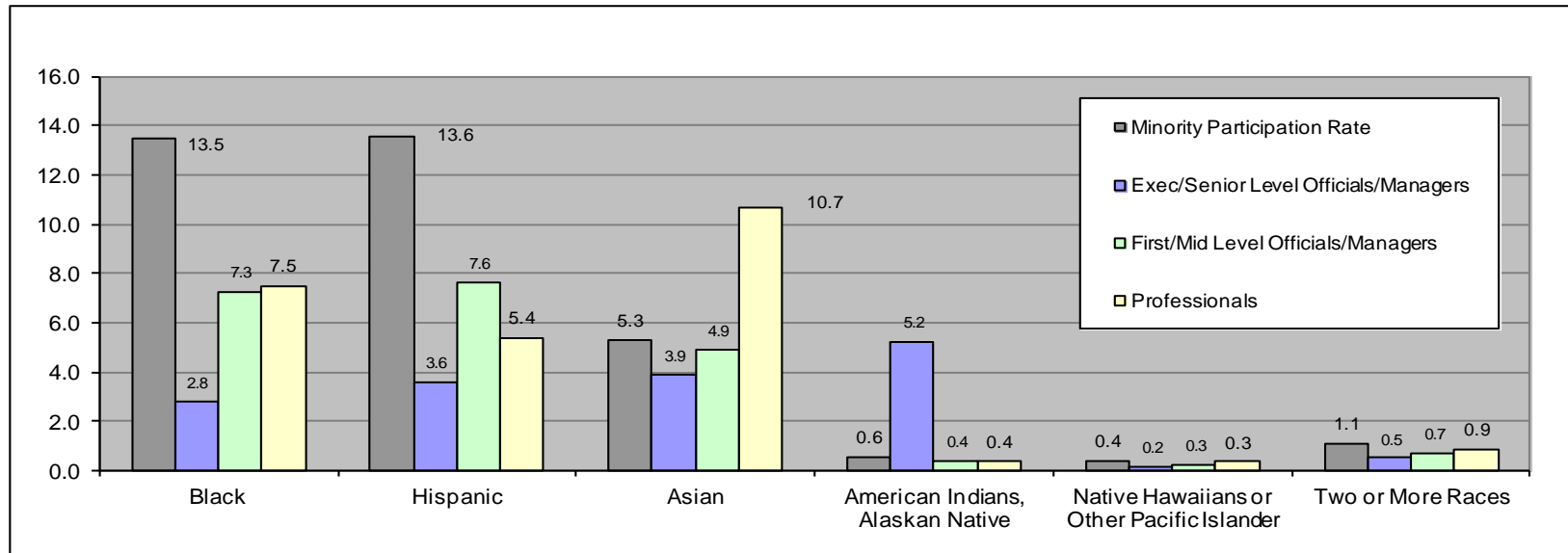
**Figure 7. Minority Officials and Managers in Selected Private Sector Industries
U.S Summary (2011)**



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Establishment Reports), 2011.

Figure 8. Officials, Managers, and Professionals of Minority Race/Ethnic Groups

U.S. Summary (2011)

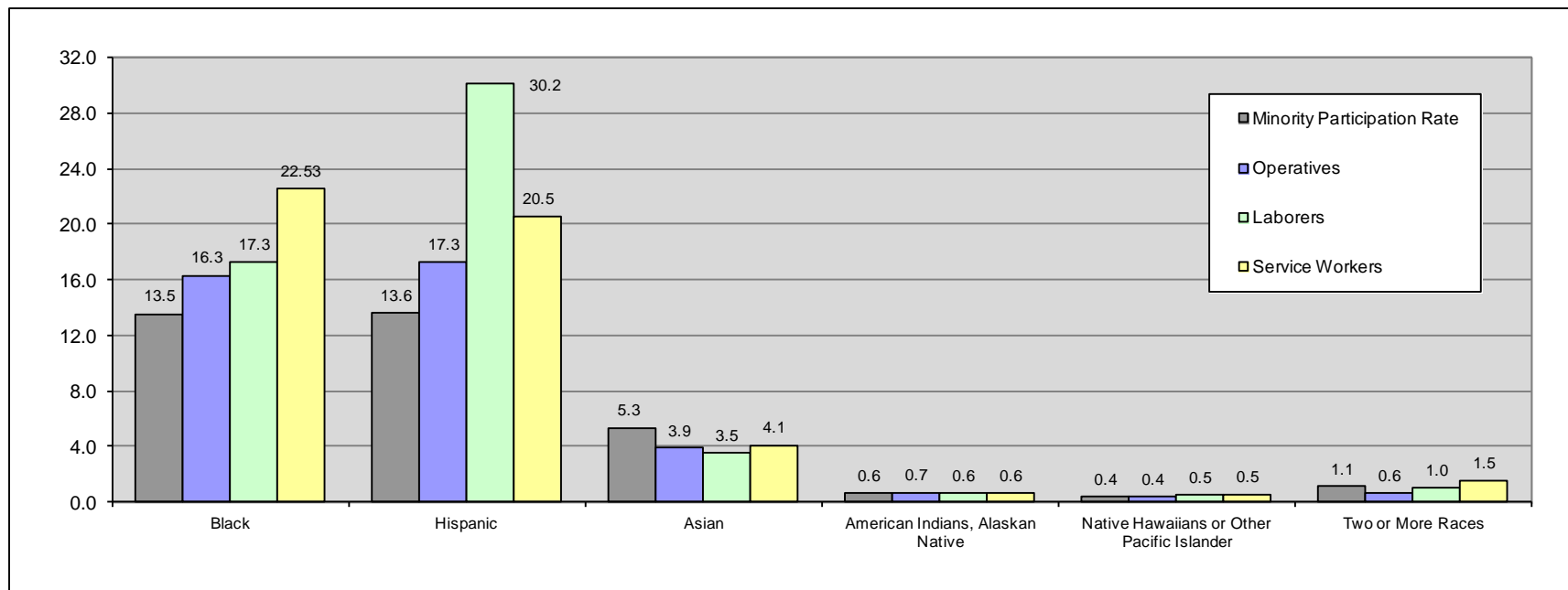


Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011.

	Black	Hispanic	Asian	American Indians, Alaskan Native	Native Hawaiians or Other Pacific Islander	Two or More Races
OCCUPATION						
Exec/Senior Level Officials/Managers	2.8	3.6	3.9	5.2	0.2	0.5
First/Mid Level Officials/Managers	7.3	7.6	4.9	0.4	0.3	0.7
Professionals	7.5	5.4	10.7	0.4	0.3	0.9
Minority Participation Rate	13.5	13.6	5.3	0.6	0.4	1.1

Figure 9. Operatives, Laborers, and Service Workers of Minority Race/Ethnic Groups

U.S. Summary (2011)



Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011.

	Black	Hispanic	Asian	American Indians, Alaskan Native	Native Hawaiians or Other Pacific Islander	Two or More Races
OCCUPATION						
Operatives	16.3	17.3	3.9	0.7	0.4	0.6
Laborers	17.3	30.2	3.5	0.6	0.5	1.0
Service Workers	22.5	20.5	4.1	0.6	0.5	1.5
Minority Participation Rate	13.5	13.6	5.3	0.6	0.4	1.1

Table 1. Occupational Employment in Private Sector by Gender and Race/Ethnicity Groups in Numbers (2011)

RACE/ETHNICITY GENDER	TOTAL EMPLOYMENT	EXEC SR LVL OFFLS & MGR	FIRST-MID LVL OFFLS & MGR	PROFESSIONALS	TECHNICIANS	SALES WORKERS	CLERICAL WORKERS	CRAFT WORKERS	OPERATIVES	LABORERS	SERVICE WORKERS
ALL EMPLOYEES	60,597,415	997,393	5,855,217	10,979,357	3,298,602	8,753,521	7,943,559	3,390,937	5,734,086	4,063,528	9,581,215
MEN	31,027,416	728,585	3,518,465	5,117,500	1,672,133	3,870,289	1,881,440	3,127,948	4,420,315	2,808,608	3,882,133
WOMEN	29,569,999	268,808	2,336,752	5,861,857	1,626,469	4,883,232	6,062,119	262,989	1,313,771	1,254,920	5,699,082
WHITE	39,678,433	835,428	4,613,694	8,214,297	2,285,931	5,881,901	5,215,310	2,431,119	3,490,132	1,903,875	4,806,746
MEN	20,624,380	605,519	2,825,246	3,878,381	1,192,954	2,707,276	1,169,176	2,268,564	2,784,723	1,352,764	1,839,777
WOMEN	19,054,053	229,909	1,788,448	4,335,916	1,092,977	3,174,625	4,046,134	162,555	705,409	551,111	2,966,969
BLACK	8,207,630	28,025	425,710	824,615	431,504	1,175,789	1,229,655	295,959	936,929	701,242	2,158,202
MEN	3,654,752	14,680	207,259	273,480	160,388	448,633	288,333	257,453	682,647	476,699	845,180
WOMEN	4,552,878	13,345	218,451	551,135	271,116	727,156	941,322	38,506	254,282	224,543	1,313,022
HISPANIC	8,221,060	35,860	447,525	592,507	313,234	1,141,510	993,503	514,588	990,886	1,227,018	1,964,429
MEN	4,456,479	23,865	266,430	266,322	174,956	483,071	273,898	473,941	740,541	833,272	920,183
WOMEN	3,764,581	11,995	181,095	326,185	138,278	658,439	719,605	40,647	250,345	393,746	1,044,246
ASIAN	3,193,336	39,213	288,105	1,173,492	204,940	313,388	325,687	90,786	221,790	144,010	391,925
MEN	1,642,995	29,012	176,055	622,835	111,621	134,118	98,499	75,216	141,055	85,672	168,912
WOMEN	1,550,341	10,201	112,050	550,657	93,319	179,270	227,188	15,570	80,735	58,338	223,013
AMERICAN INDIAN	388,004	52,255	23,724	41,973	18,686	54,164	45,459	27,709	38,412	24,864	60,758
MEN	221,289	51,343	13,799	17,784	9,286	20,912	13,131	25,585	29,397	17,300	22,752
WOMEN	166,715	912	9,925	24,189	9,400	33,252	32,328	2,124	9,015	7,564	38,006
HAWAIIAN	237,491	1,672	14,570	36,946	13,302	35,709	33,013	10,060	20,506	20,422	51,291
MEN	116,620	1,094	7,636	15,730	7,126	14,944	9,079	9,092	15,110	14,290	22,519
WOMEN	120,871	578	6,934	21,216	6,176	20,765	23,934	968	5,396	6,132	28,772
TWO OR MORE RACES	671,461	4,940	41,889	95,527	31,005	151,060	100,932	20,716	35,431	42,097	147,864
MEN	310,901	3,072	22,040	42,968	15,802	61,335	29,324	18,097	26,842	28,611	62,810
WOMEN	360,560	1,868	19,849	52,559	15,203	89,725	71,608	2,619	8,589	13,486	85,054

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011.

Table 2. Occupational Employment in Private Sector by Gender and Race/Ethnicity in Percentage (2011)

RACE/ETHNICITY GENDER	TOTAL EMPLOYMENT	EXEC SR LVL OFFLS & MGR	FIRST- MID LVL OFFLS & MGR	PROFESSIONALS	TECHNICIANS	SALES WORKERS	CLERICAL WORKERS	CRAFT WORKERS	OPERATIVES	LABORERS	SERVICE WORKERS
ALL EMPLOYEES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
MEN	51.20	73.05	60.09	46.61	50.69	44.21	23.69	92.24	77.09	69.12	40.52
WOMEN	48.80	26.95	39.91	53.39	49.31	55.79	76.31	7.76	22.91	30.88	59.48
WHITE	65.48	83.76	78.80	74.82	69.30	67.19	65.65	71.69	60.87	46.85	50.17
MEN	34.04	60.71	48.25	35.32	36.17	30.93	14.72	66.90	48.56	33.29	19.20
WOMEN	31.44	23.05	30.54	39.49	33.13	36.27	50.94	4.79	12.30	13.56	30.97
BLACK	13.54	2.81	7.27	7.51	13.08	13.43	15.48	8.73	16.34	17.26	22.53
MEN	6.03	1.47	3.54	2.49	4.86	5.13	3.63	7.59	11.91	11.73	8.82
WOMEN	7.51	1.34	3.73	5.02	8.22	8.31	11.85	1.14	4.43	5.53	13.70
HISPANIC	13.57	3.60	7.64	5.40	9.50	13.04	12.51	15.18	17.28	30.20	20.50
MEN	7.35	2.39	4.55	2.43	5.30	5.52	3.45	13.98	12.91	20.51	9.60
WOMEN	6.21	1.20	3.09	2.97	4.19	7.52	9.06	1.20	4.37	9.69	10.90
ASIAN	5.27	3.93	4.92	10.69	6.21	3.58	4.10	2.68	3.87	3.54	4.09
MEN	2.71	2.91	3.01	5.67	3.38	1.53	1.24	2.22	2.46	2.11	1.76
WOMEN	2.56	1.02	1.91	5.02	2.83	2.05	2.86	0.46	1.41	1.44	2.33
AMERICAN INDIAN	0.64	5.24	0.41	0.38	0.57	0.62	0.57	0.82	0.67	0.61	0.63
MEN	0.37	5.15	0.24	0.16	0.28	0.24	0.17	0.75	0.51	0.43	0.24
WOMEN	0.28	0.09	0.17	0.22	0.28	0.38	0.41	0.06	0.16	0.19	0.40
HAWAIIAN	0.39	0.17	0.25	0.34	0.40	0.41	0.42	0.30	0.36	0.50	0.54
MEN	0.19	0.11	0.13	0.14	0.22	0.17	0.11	0.27	0.26	0.35	0.24
WOMEN	0.20	0.06	0.12	0.19	0.19	0.24	0.30	0.03	0.09	0.15	0.30
TWO OR MORE RACES	1.11	0.50	0.72	0.87	0.94	1.73	1.27	0.61	0.62	1.04	1.54
MEN	0.51	0.31	0.38	0.39	0.48	0.70	0.37	0.53	0.47	0.70	0.66
WOMEN	0.60	0.19	0.34	0.48	0.46	1.03	0.90	0.08	0.15	0.33	0.89

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011.

Table 3. Occupational Employment in Private Sector by Gender and Race/Ethnicity in Numbers (2011)

RACE/ETHNICITY GENDER	TOTAL EMPLOYMENT	EXEC SR LVL OFFLS & MGR	FIRST-MID LVL OFFLS & MGR	PROFESSIONALS	TECHNICIANS	SALES WORKERS	CLERICAL WORKERS	CRAFT WORKERS	OPERATIVES	LABORERS	SERVICE WORKERS
ALL EMPLOYEES	48,653,932	833,406	4,472,760	9,678,956	2,789,459	5,538,457	6,391,032	2,883,205	4,998,078	3,563,415	7,505,164
MEN	25,278,488	594,001	2,752,087	4,491,519	1,389,949	2,546,275	1,564,846	2,654,512	3,781,402	2,424,911	3,078,986
WOMEN	23,375,444	239,405	1,720,673	5,187,437	1,399,510	2,992,182	4,826,186	228,693	1,216,676	1,138,504	4,426,178
WHITE	31,808,706	735,530	3,557,852	7,227,750	1,931,406	3,745,585	4,166,021	2,058,261	3,008,159	1,631,117	3,747,025
MEN	16,783,342	529,971	2,220,998	3,388,390	987,744	1,806,091	975,763	1,917,708	2,359,676	1,141,499	1,455,502
WOMEN	15,025,364	205,559	1,336,854	3,839,360	943,662	1,939,494	3,190,258	140,553	648,483	489,618	2,291,523
BLACK	6,653,519	24,199	307,821	718,507	370,730	737,861	1,051,918	254,374	835,198	623,034	1,729,877
MEN	2,980,442	12,572	155,149	236,413	135,451	285,053	248,111	220,472	596,669	417,336	673,216
WOMEN	3,673,077	11,627	152,672	482,094	235,279	452,808	803,807	33,902	238,529	205,698	1,056,661
HISPANIC	6,493,894	30,382	310,623	509,946	256,772	700,604	772,365	442,023	866,675	1,100,816	1,503,688
MEN	3,613,599	20,284	194,721	231,701	143,159	303,425	218,730	406,336	635,479	736,557	723,207
WOMEN	2,880,295	10,098	115,902	278,245	113,613	397,179	553,635	35,687	231,196	364,259	780,481
ASIAN	2,742,828	35,336	239,242	1,071,594	179,221	210,998	257,194	79,649	207,370	133,542	328,682
MEN	1,429,153	26,060	148,857	568,682	97,660	91,046	79,401	65,935	129,708	78,443	143,361
WOMEN	1,313,675	9,276	90,385	502,912	81,561	119,952	177,793	13,714	77,662	55,099	185,321
AMERICAN INDIAN	265,187	2,353	17,168	36,320	15,275	33,567	37,264	23,574	33,355	21,258	45,053
MEN	138,454	1,572	10,514	15,283	7,447	13,303	11,498	21,743	25,135	14,606	17,353
WOMEN	126,733	781	6,654	21,037	7,828	20,264	25,766	1,831	8,220	6,652	27,700
HAWAIIAN	188,923	1,443	10,575	32,536	11,105	21,701	26,662	8,447	17,843	17,778	40,833
MEN	93,819	935	5,662	13,749	5,804	9,206	7,489	7,622	12,821	12,207	18,324
WOMEN	95,104	508	4,913	18,787	5,301	12,495	19,173	825	5,022	5,571	22,509
TWO OR MORE RACES	500,875	4,163	29,479	82,303	24,950	88,141	79,608	16,877	29,478	35,870	110,006
MEN	239,679	2,607	16,186	37,301	12,684	38,151	23,854	14,696	21,914	24,263	48,023
WOMEN	261,196	1,556	13,293	45,002	12,266	49,990	55,754	2,181	7,564	11,607	61,983

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Establishment Reports), 2011.

Table 4. Occupational Employment in Private Sector by Gender and Race/Ethnicity in Percentages (2011)

RACE/ETHNICITY GENDER	TOTAL EMPLOYMEN T	EXEC SR LVL OFFLS & MGR	FIRST- MID LVL OFFLS & MGR	PROFESSIONA LS	TECHNICIAN S	SALES WORKER S	CLERICA L WORKER S	CRAFT WORKER S	OPERATIVE S	LABORER S	SERVICE WORKER S
ALL EMPLOYEES	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
MEN	51.96	71.27	61.53	46.40	49.83	45.97	24.49	92.07	75.66	68.05	41.02
WOMEN	48.04	28.73	38.47	53.60	50.17	54.03	75.51	7.93	24.34	31.95	58.98
WHITE	65.38	88.26	79.54	74.67	69.24	67.63	65.19	71.39	60.19	45.77	49.93
MEN	34.50	63.59	49.66	35.01	35.41	32.61	15.27	66.51	47.21	32.03	19.39
WOMEN	30.88	24.66	29.89	39.67	33.83	35.02	49.92	4.87	12.97	13.74	30.53
BLACK	13.68	2.90	6.88	7.42	13.29	13.32	16.46	8.82	16.71	17.48	23.05
MEN	6.13	1.51	3.47	2.44	4.86	5.15	3.88	7.65	11.94	11.71	8.97
WOMEN	7.55	1.40	3.41	4.98	8.43	8.18	12.58	1.18	4.77	5.77	14.08
HISPANIC	13.35	3.65	6.94	5.27	9.21	12.65	12.09	15.33	17.34	30.89	20.04
MEN	7.43	2.43	4.35	2.39	5.13	5.48	3.42	14.09	12.71	20.67	9.64
WOMEN	5.92	1.21	2.59	2.87	4.07	7.17	8.66	1.24	4.63	10.22	10.40
ASIAN	5.64	4.24	5.35	11.07	6.42	3.81	4.02	2.76	4.15	3.75	4.38
MEN	2.94	3.13	3.33	5.88	3.50	1.64	1.24	2.29	2.60	2.20	1.91
WOMEN	2.70	1.11	2.02	5.20	2.92	2.17	2.78	0.48	1.55	1.55	2.47
AMERICAN INDIAN	0.55	0.28	0.38	0.38	0.55	0.61	0.58	0.82	0.67	0.60	0.60
MEN	0.28	0.19	0.24	0.16	0.27	0.24	0.18	0.75	0.50	0.41	0.23
WOMEN	0.26	0.09	0.15	0.22	0.28	0.37	0.40	0.06	0.16	0.19	0.37
HAWAIIAN	0.39	0.17	0.24	0.34	0.40	0.39	0.42	0.29	0.36	0.50	0.54
MEN	0.19	0.11	0.13	0.14	0.21	0.17	0.12	0.26	0.26	0.34	0.24
WOMEN	0.20	0.06	0.11	0.19	0.19	0.23	0.30	0.03	0.10	0.16	0.30
TWO OR MORE RACES	1.03	0.50	0.66	0.85	0.89	1.59	1.25	0.59	0.59	1.01	1.47
MEN	0.49	0.31	0.36	0.39	0.45	0.69	0.37	0.51	0.44	0.68	0.64
WOMEN	0.54	0.19	0.30	0.46	0.44	0.90	0.87	0.08	0.15	0.33	0.83

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Establishment Reports), 2011.

Table 5. Distribution of Gender and Race/Ethnicity Group by Occupation in Private Sector in Percentages (2011)

RACE/ETHNICITY GENDER	TOTAL EMPLOYMENT	EXEC SR LVL OFFLS & MGR	FIRST- MID LVL OFFLS & MGR	PROFESSIONALS	TECHNICIANS	SALES WORKERS	CLERICAL WORKERS	CRAFT WORKERS	OPERATIVES	LABORERS	SERVICE WORKERS
ALL EMPLOYEES	100.00	1.65	9.66	18.12	5.44	14.45	13.11	5.60	9.46	6.71	15.81
MEN	100.00	2.35	11.34	16.49	5.39	12.47	6.06	10.08	14.25	9.05	12.51
WOMEN	100.00	0.91	7.90	19.82	5.50	16.51	20.50	0.89	4.44	4.24	19.27
WHITE	100.00	2.11	11.63	20.70	5.76	14.82	13.14	6.13	8.80	4.80	12.11
MEN	100.00	2.94	13.70	18.80	5.78	13.13	5.67	11.00	13.50	6.56	8.92
WOMEN	100.00	1.21	9.39	22.76	5.74	16.66	21.24	0.85	3.70	2.89	15.57
BLACK	100.00	0.34	5.19	10.05	5.26	14.33	14.98	3.61	11.42	8.54	26.30
MEN	100.00	0.40	5.67	7.48	4.39	12.28	7.89	7.04	18.68	13.04	23.13
WOMEN	100.00	0.29	4.80	12.11	5.95	15.97	20.68	0.85	5.59	4.93	28.84
HISPANIC	100.00	0.44	5.44	7.21	3.81	13.89	12.08	6.26	12.05	14.93	23.90
MEN	100.00	0.54	5.98	5.98	3.93	10.84	6.15	10.63	16.62	18.70	20.65
WOMEN	100.00	0.32	4.81	8.66	3.67	17.49	19.12	1.08	6.65	10.46	27.74
ASIAN	100.00	1.23	9.02	36.75	6.42	9.81	10.20	2.84	6.95	4.51	12.27
MEN	100.00	1.77	10.72	37.91	6.79	8.16	6.00	4.58	8.59	5.21	10.28
WOMEN	100.00	0.66	7.23	35.52	6.02	11.56	14.65	1.00	5.21	3.76	14.38
AMERICAN INDIAN	100.00	13.47	6.11	10.82	4.82	13.96	11.72	7.14	9.90	6.41	15.66
MEN	100.00	23.20	6.24	8.04	4.20	9.45	5.93	11.56	13.28	7.82	10.28
WOMEN	100.00	0.55	5.95	14.51	5.64	19.95	19.39	1.27	5.41	4.54	22.80
HAWAIIAN	100.00	0.70	6.13	15.56	5.60	15.04	13.90	4.24	8.63	8.60	21.60
MEN	100.00	0.94	6.55	13.49	6.11	12.81	7.79	7.80	12.96	12.25	19.31
WOMEN	100.00	0.48	5.74	17.55	5.11	17.18	19.80	0.80	4.46	5.07	23.80
TWO OR MORE RACES	100.00	0.74	6.24	14.23	4.62	22.50	15.03	3.09	5.28	6.27	22.02
MEN	100.00	0.99	7.09	13.82	5.08	19.73	9.43	5.82	8.63	9.20	20.20
WOMEN	100.00	0.52	5.51	14.58	4.22	24.88	19.86	0.73	2.38	3.74	23.59

Data Source: Equal Employment Opportunity Commission, Employer Information Reports (EEO-1 Single and Consolidated Reports), 2011.